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The College Placement Council 62 Highland Avenue / Bethlehem, PA 18017

The national association for career planning, placement, and recruitment

CPC Salary Survey

NATIONAL Interim Report No. 2, April 1985

The National Interim Report No. 2 provides data on beginning salary offers for the 1984-85 recruiting season made to students graduating between September 1, 1984 and August 31, 1985. Tables on pages 2 through 5 provide data on a national level for the interim period March 2 through April 4) and cumulatively (September 1 through April 4). The block tables contain data for the interim period only.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 163 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded as only an indication.

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APRIL 1985
NATIONAL Interim Report No. 2

AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Curriculum for All Types of Employers	INTERIM PERIOD (3/2/85 through 4/4/85) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/84 through 4/4/85) Number of Offers	Average	Percentiles 90th	50th	10th
BUSINESS										
Accounting	670	$1,720	$1,950	$1,708	$1,505	3,939	$1,683	$1,916	$1,667	$1,500
Business-General (incl. Management)	308	1,651	2,100	1,605	1,250	1,389	1,606	2,042	1,583	1,200
Marketing & Distribution	150	1,599	1,917	1,583	1,250	733	1,546	1,900	1,500	1,208
HUMANITIES & SOCIAL SCIENCES										
Humanities	59	1,635	2,041	1,667	1,167	305	1,436	2,000	1,417	880
Economics[1]	96	1,850	2,375	1,771	1,416	226	1,712	2,250	1,667	1,200
Other Social Sciences	89	1,757	2,291	1,750	1,125	403	1,464	2,166	1,400	916
ENGINEERING										
Aeronautical	72	2,303	2,500	2,313	2,100	264	2,231	2,448	2,250	1,959
Chemical	410	2,375	2,520	2,400	2,200	1,134	2,375	2,510	2,416	2,200
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	137	2,011	2,375	2,000	1,583	532	1,979	2,350	1,950	1,635
Electrical (incl. Computer Engrg.)	1,607	2,287	2,500	2,335	1,931	5,023	2,268	2,492	2,320	1,931
Geological	6	2,115	*	*	*	34	2,220	2,541	2,424	1,700
Industrial	166	2,198	2,417	2,216	1,931	601	2,180	2,417	2,208	1,916
Mechanical	822	2,268	2,500	2,300	1,931	2,695	2,249	2,483	2,291	1,931
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	69	2,240	2,500	2,300	1,958	165	2,263	2,458	2,300	2,000
Mining	9	2,323	*	*	*	24	2,174	2,470	2,325	1,725
Nuclear (incl. Engrg. Physics)	10	2,380	*	*	*	46	2,290	2,475	2,300	2,167
Petroleum	106	2,608	2,875	2,692	2,250	292	2,641	2,875	2,750	2,300
Engineering Technology	92	2,116	2,375	2,158	1,800	381	2,131	2,390	2,166	1,800
SCIENCES										
Agricultural Sciences	20	1,552	1,880	1,500	1,060	103	1,459	1,850	1,460	1,100
Biological Sciences	11	1,162	*	*	*	51	1,376	1,858	1,333	920
Chemistry	21	2,015	2,150	2,015	1,875	79	1,867	2,167	1,967	1,250
Computer Science	496	2,098	2,392	2,167	1,667	1,746	2,064	2,350	2,123	1,667
Health (Medical) Professions	23	1,749	2,687	1,750	1,250	114	1,805	2,333	1,750	1,400
Mathematics	77	2,092	2,400	2,208	1,583	176	2,034	2,400	2,083	1,485
Other Physical & Earth Sciences	31	2,073	2,375	2,200	1,600	97	1,903	2,375	2,000	1,200
Totals	5,557					20,552				

[1]Includes economics programs with both business and social science orientation.
*Not computed for fewer than 20 offers.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Functional Area for All Types of Employers	INTERIM PERIOD (3/2/85 through 4/4/85) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/84 through 4/4/85) Number of Offers	Average	Percentiles 90th	50th	10th
Accounting/Auditing	761	$1,732	$1,958	$1,708	$1,500	4,177	$1,690	$1,917	$1,667	$1,500
Business Administration	169	1,701	2,150	1,750	1,250	825	1,596	2,083	1,593	1,125
Communications	22	2,021	2,425	2,042	1,666	155	1,521	2,300	1,500	800
Community & Services Orgs. Work	9	1,214	*	*	*	70	1,350	2,083	1,213	870
EDP-Programming/Systems	629	2,140	2,425	2,208	1,750	2,022	2,089	2,375	2,141	1,708
Engineering	3,155	2,286	2,500	2,333	1,931	10,312	2,263	2,500	2,310	1,930
Farm & Natural Resources Management	8	1,964	*	*	*	45	1,536	2,025	1,500	1,050
Finance & Economics	147	1,809	2,250	1,765	1,368	418	1,692	2,083	1,671	1,208
Health (Medical) Services	28	1,670	2,687	1,658	1,048	136	1,718	2,333	1,684	1,200
Manufacturing &/or Industrial Operations	71	2,096	2,438	2,166	1,666	289	2,063	2,425	2,150	1,583
Mathematics/Statistics	34	2,027	2,333	2,159	1,538	93	1,984	2,341	2,043	1,435
Merchandising/Sales Promotion	138	1,550	2,025	1,500	1,197	668	1,456	1,833	1,417	1,125
Personnel/Employee Relations	7	1,459	*	*	*	82	1,745	2,460	1,667	1,000
Research--Non-Scientific	43	2,097	2,458	2,167	1,400	98	1,979	2,458	2,166	1,250
Research--Scientific	97	2,184	2,530	2,275	1,542	257	2,035	2,500	2,095	1,380
Rotational Training--Non-Technical	29	1,588	2,350	1,542	1,000	157	1,493	1,900	1,416	1,125
Rotational Training--Technical	61	2,260	2,445	2,333	2,000	112	2,155	2,442	2,326	1,625
Sales--Non-Technical Degree	127	1,596	1,916	1,583	1,333	559	1,580	2,000	1,542	1,200
Sales--Technical/Scientific Degree	22	2,216	2,410	2,250	2,000	77	2,162	2,458	2,200	1,816
Totals	5,557					20,552				

*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

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(Data Combined for Men and Women)

Master's Degree Candidates
INEXPERIENCED (One year or less
of full-time, non-military employment)

Graduate Program	INTERIM PERIOD (3/2/85 through 4/4/85) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/84 through 4/4/85) Number of Offers	Average	Percentiles 90th	50th	10th
BUSINESS										
Accounting	16	$1,947	*	*	*	327	$2,043	$2,333	$2,041	$1,750
MBA (Non-Technical Undergraduate)	181	2,402	$3,000	$2,333	$1,916	538	2,238	2,833	2,208	1,700
MBA (Technical Undergraduate)	45	2,545	2,917	2,550	2,083	123	2,483	2,910	2,500	2,083
MS-Business (incl. Management, Marketing, Finance, etc.)	20	2,649	3,333	2,783	1,833	72	2,376	3,160	2,317	1,833
Industrial Management (incl. Industrial Administration)	4	2,671	*	*	*	20	2,385	2,675	2,375	2,215
Administration (incl. Public, Hospital, etc.)	6	2,603	*	*	*	23	2,364	2,902	2,375	1,755
HUMANITIES & SOCIAL SCIENCES										
Humanities	1	1,500	*	*	*	30	1,519	2,000	1,426	1,000
Social Sciences	+	+				50	1,713	2,250	1,641	1,250
ENGINEERING										
Chemical	43	2,670	2,800	2,650	2,500	106	2,594	2,775	2,625	2,337
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	11	2,531	*	*	*	103	2,363	2,767	2,333	1,958
Electrical (incl. Computer Engrg.)	151	2,771	3,000	2,783	2,532	514	2,732	2,983	2,750	2,500
Industrial	10	2,506	*	*	*	44	2,440	2,783	2,500	1,916
Mechanical	86	2,634	2,950	2,671	2,333	267	2,590	2,833	2,616	2,291
Nuclear (incl. Engrg. Physics)	7	2,536	*	*	*	19	2,552	*	*	*
SCIENCES										
Chemistry	5	2,336	*	*	*	15	2,065	*	*	*
Computer Science	80	2,622	2,841	2,663	2,300	232	2,537	2,875	2,583	2,083
Geology & Related Geological Sciences	12	2,632	*	*	*	83	2,586	2,800	2,700	2,053
Mathematics	8	2,382	*	*	*	20	2,418	2,783	2,425	2,000
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	6	2,550	*	*	*	23	2,563	2,700	2,550	2,450
Totals	692					2,609				

*Not computed for fewer than 20 offers.
+No offers reported.

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(Data Combined for Men and Women)

AVERAGE MONTHLY SALARY OFFERS

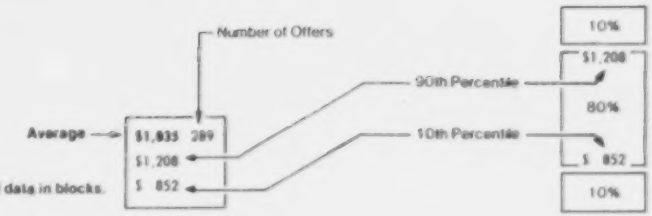
Master's Degree Candidates - EXPERIENCED[1]

Graduate Program	INTERIM PERIOD (3/2/85 through 4/4/85) Number of Offers	Average	Percentiles 90th	50th	10th	CUMULATIVE (9/1/84 through 4/4/85) Number of Offers	Average	Percentiles 90th	50th	10th
Over 1 to 2 years										
MBA--Non-Technical Undergraduate	44	$2,561	$3,167	$2,500	$2,000	109	$2,479	$3,333	$2,416	$1,833
MBA--Technical Undergraduate	7	2,560	*	*	*	19	2,627	*	*	*
Over 2 to 4 years										
MBA--Non-Technical Undergraduate	51	2,616	2,917	2,667	2,210	105	2,628	3,337	2,583	2,000
MBA--Technical Undergraduate	5	2,560	*	*	*	16	2,841	*	*	*
Over 4 years										
MBA--Non-Technical Undergraduate	24	2,543	3,170	2,542	1,916	75	2,581	3,333	2,500	1,900
MBA--Technical Undergraduate	9	2,893	*	*	*	25	2,786	3,500	2,916	2,200
Totals	140					349				
DOCTORAL DEGREE CANDIDATES										
ENGINEERING										
Chemical	17	$3,354	*	*	*	69	$3,365	$3,666	$3,400	$3,150
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	1	3,583	*	*	*	8	2,610	*	*	*
Electrical (incl. Computer Engrg.)	17	3,577	*	*	*	54	3,449	3,833	3,504	2,770
Mechanical	6	3,336	*	*	*	29	3,126	3,583	3,300	2,545
SCIENCES										
Chemistry	23	3,007	$3,300	$3,083	$2,875	86	2,916	3,333	3,035	2,013
Mathematics (incl. Oprs. Research, Statistics, & Actuarial Science)	+	+				8	2,583	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science & Ceramics)	2	3,542	*	*	*	17	3,212	*	*	*
Physics	10	3,110	*	*	*	30	3,049	3,623	3,167	2,000
Totals	76					301				

[1]Years of previous full-time, non-military employment.
*Not computed for fewer than 20 offers.
+No offers reported.

Monthly beginning salary offers to all candidates by curriculum and employer

National Interim Report No. 2 ■ April 1985 ■ Data combined for men and women*



The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located. Not computed for fewer than 20 offers.

10 percent of the salary offers are higher than the 90th percentile.

10 percent of the salary offers are lower than the 10th percentile.

	CURRICULUM	BUSINESS: Accounting Public	BUSINESS: Banking, Finance, & Insurance	BUSINESS: Merchandising (Retail & Wholesale) & Services	MANUFACTURING ■ INDUSTRIAL: Aerospace, Electronics, & Instruments	MANUFACTURING ■ INDUSTRIAL: Automotive & Mechanical Equipment	MANUFACTURING ■ INDUSTRIAL: Building Materials, Mfrs. & Construction	MANUFACTURING ■ INDUSTRIAL: Chemicals, Drugs, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Electrical Machinery & Equipment	MANUFACTURING ■ INDUSTRIAL: Food & Beverage Processing	MANUFACTURING ■ INDUSTRIAL: Glass, Paper, Packaging, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Metals & Metal Products	MANUFACTURING ■ INDUSTRIAL: Petroleum & Allied Products (incl. Nat. Gas)	MANUFACTURING ■ INDUSTRIAL: Research & /or Consulting Organizations	MANUFACTURING ■ INDUSTRIAL: Textile & Rubber	MANUFACTURING ■ INDUSTRIAL: Utilities—Public (incl. Transportation)	GOVT ■ NON-PROFIT: Government—Federal	GOVT ■ NON-PROFIT: Government—Local/State	GOVT ■ NON-PROFIT: Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																				
NON-TECHNICAL	Accounting	$1,727 532 $1,958 $1,583	$1,540 14	$1,743 9	$1,796 18	$1,688 2	$1,750 3	$1,718 10	$1,889 3	$1,458 4	$1,832 3	$1,688 2	$1,744 41 $1,950 $1,500	$2,229 2		$1,647 8	$1,354 2	$1,537 14	$1,586 3
NON-TECHNICAL	Business—General (incl. Mgmt.)	$1,792 32 $2,000 $1,550	$1,562 74 $2,000 $1,083	$1,397 71 $1,583 $1,200	$1,772 40 $2,208 $1,500	$2,038 8	$1,734 8	$1,872 13	$1,824 11	$1,883 13	$1,983 4	$1,613 2	$1,958 15	$1,553 5	$1,500 1	$1,844 3	$1,490 5		$1,539 3
NON-TECHNICAL	Marketing & Distribution	$1,878 3	$1,536 5	$1,536 71 $1,916 $1,250	$1,587 14	$1,777 4	$1,767 3	$1,659 7	$1,671 5	$1,722 3	$1,737 8	$1,610 5	$1,643 5	$1,452 3	$1,833 1	$2,086 4	$1,572 5		$1,562 4
NON-TECHNICAL	Humanities		$1,662 14	$1,545 23 $1,842 $1,196	$1,914 4		$1,417 1	$2,088 5		$1,000 1	$1,750 1			$2,250 1		$1,567 2	$1,371 2		$1,460 5
NON-TECHNICAL	Economics	$1,725 14	$1,867 35 $2,291 $1,500	$1,560 9	$1,459 4		$1,542 2		$2,048 3	$1,727 2	$1,437 2			$2,192 20 $2,458 $1,833	$1,650 1	$2,119 2	$1,416 1		$1,583 1
NON-TECHNICAL	Other Social Sciences	$1,847 5	$1,955 24 $2,291 $1,416	$1,565 19	$2,080 1		$1,375 1	$1,982 7	$2,010 1	$1,687 2	$1,596 2			$2,283 10			$1,371 2	$1,388 5	$1,370 10
MASTER'S DEGREE—INEXPERIENCED																			
	MBA—Non-Technical Undergraduate Degree	$2,193 44 $2,416 $2,000	$2,560 54 $3,583 $2,000	$2,096 14	$2,269 10	$2,614 7		$2,727 12	$1,500 1	$2,729 6	$2,708 5		$2,475 4	$2,494 8	$2,500 2	$2,133 3		$2,094 2	$1,916 1
	MBA—Technical Undergraduate Degree	$2,115 6	$2,578 3	$2,500 1	$2,373 8			$2,733 15	$2,750 1	$2,834 3	$2,896 2	$2,800 1		$2,083 1		$2,710 2			$2,146 2
BACHELOR'S SUMMARY																			
	Non-Technical Curricula	$1,732 586 $1,958 $1,583	$1,689 166 $2,167 $1,200	$1,392 202 $1,833 $1,200	$1,736 81 $2,033 $1,417	$1,913 14	$1,683 18	$1,844 42 $2,042 $1,500	$1,823 23 $2,171 $1,460	$1,689 25 $2,100 $1,300	$1,757 20 $2,042 $1,500	$1,628 9	$1,788 61 $2,083 $1,500	$2,085 41 $2,458 $1,458	$1,661 3	$1,813 19	$1,454 17	$1,677 19	$1,431 26 $1,833 $1,000
	Technical Curricula	$1,984 66 $2,210 $1,750	$1,815 57 $2,400 $1,375	$1,837 33 $2,380 $1,333	$2,285 1,695 $2,467 $2,091	$2,383 218 $2,538 $2,200	$2,136 120 $2,416 $1,825	$2,344 356 $2,500 $2,117	$2,310 235 $2,450 $2,114	$2,278 59 $2,483 $1,700	$2,320 81 $2,491 $2,084	$2,272 112 $2,450 $2,100	$2,439 367 $2,800 $2,083	$2,197 142 $2,500 $1,833	$2,369 19	$2,382 235 $2,500 $2,100	$1,834 312 $2,141 $1,558	$1,867 42 $2,383 $1,500	$1,646 36 $2,250 $1,067

* Data in block tables are for interim period only (3/2/85 through 4/4/85).

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOVT ■ NON-PROFIT		
	Accounting—Public	Banking, Finance & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl Nat. Gas)	Research & / or Consulting Organizations	Tire & Rubber	Utilities—Public (incl Transportation)	Government—Federal	Government—Local / State	Non-Profit Orgs & Educational Institutions
Aeronautical Engineering				$2,387 63 $2,483 $2,117	$2,400 1	$2,225 1		$2,388 2			$2,660 1		$2,600 1			$1,945 3		
Chemical Engineering			$2,500 1	$2,381 30 $2,390 $2,200	$2,232 6	$2,161 6	$2,397 184 $2,500 $2,250	$2,315 8	$2,376 14	$2,383 20 $2,500 $2,250	$2,448 1	$2,489 98 $2,550 $2,342	$2,338 5	$2,388 3	$2,382 11	$1,983 19	$2,142 2	$1,850 2
Civil Engineering (incl Construction, Sanitary, & Transportation Engrg.)	$2,250 1		$1,950 1	$2,331 8	$2,208 6	$1,893 27 $2,200 $1,600	$2,259 9	$2,063 2			$2,200 1	$2,320 15	$1,977 18		$2,119 8	$1,862 17	$1,819 24 $2,367 $1,583	
Electrical Engineering (incl Computer Engrg.)	$2,024 19	$2,296 7	$2,306 4	$2,328 937 $2,500 $2,175	$2,377 60 $2,500 $2,208	$2,322 32 $2,500 $1,975	$2,373 36 $2,500 $2,216	$2,348 121 $2,475 $2,225	$2,426 10	$2,382 16	$2,325 15	$2,393 29 $2,583 $2,125	$2,368 40 $2,583 $2,200	$2,297 3	$2,336 123 $2,510 $2,150	$1,846 14 $2,247 $1,559	$2,334 6	$2,166 1
Geological Engineering											$1,700 1	$2,198 5						
Industrial Engineering	$2,027 20 $2,208 $1,825	$1,875 1	$2,041 4	$2,163 45 $2,375 $2,000	$2,384 19	$2,251 12	$2,274 9	$2,306 10	$2,391 4	$2,239 7	$2,184 9	$2,169 2	$2,185 5	$2,151 3	$2,324 8	$2,031 8		
Mechanical Engineering	$1,973 4		$2,038 5	$2,264 263 $2,400 $2,100	$2,489 105 $2,542 $2,225	$2,183 32 $2,500 $2,000	$2,382 58 $2,517 $2,280	$2,312 64 $2,433 $2,150	$2,394 17	$2,348 26 $2,450 $2,233	$2,279 51 $2,425 $2,135	$2,455 44 $2,600 $2,333	$2,197 22 $2,400 $1,950	$2,298 8	$2,319 45 $2,440 $2,200	$1,854 75 $1,992 $1,559	$1,835 2	$2,400 1
Metallurgical Engineering (incl Metallurgy & Ceramic Engrg.)				$2,288 18	$2,486 6		$2,385 7	$2,198 3		$2,036 3	$2,280 22 $2,400 $2,150	$2,416 1			$2,332 3	$1,559 6		
Mining Engineering					$2,488 3	$1,825 1		$2,400 1		$2,400 1	$2,400 1	$2,417 1	$2,000 1					
Nuclear Engineering (incl Engrg. Physics)				$2,298 2			$2,500 1						$2,542 1		$2,361 6			
Petroleum Engineering								$2,000 1				$2,613 105 $2,875 $2,300						
Engineering Technology				$2,160 48 $2,340 $2,000	$2,270 4	$1,775 4	$2,033 5	$2,180 3	$2,278 3	$2,147 5	$2,326 3	$2,266 4	$1,951 7		$2,008 2	$1,783 4		
Agricultural Sciences		$1,550 8	$1,476 6				$1,660 3		$1,600 3									
Biological Sciences				$1,917 1								$1,589 1				$1,900 2	$ 840 1	$1,085 6
Chemistry				$2,038 2			$2,128 16							$2,150 1		$1,900 1	$1,842 1	
Computer Science	$1,910 18	$1,744 24 $2,250 $1,416	$1,645 12	$2,188 235 $2,427 $1,860	$2,276 7	$2,042 4	$2,132 25 $2,275 $1,900	$2,121 18	$1,873 8	$2,075 3	$2,080 5	$2,117 51 $2,375 $2,000	$2,133 30 $2,492 $1,750	$2,100 1	$2,143 28 $2,392 $1,875	$1,802 19	$1,906 5	$1,885 3
Health (Medical) Professions							$2,423 3											$1,648 20 $1,800 $1,250
Mathematics	$1,863 4	$1,875 17		$2,260 33 $2,448 $2,000	$2,345 1						$2,400 2	$2,030 2	$2,159 9		$2,375 1	$1,678 4	$1,375 1	$2,033 3
Other Physical & Earth Sciences				$2,237 10		$1,700 1		$2,270 2				$1,994 9	$2,283 3			$1,809 6		